



# JUSTICE THROUGH DEMOCRACY

The UAW International Union negotiated contracts that make permanent the concessions that were sold to us in 2009 as temporarily suspended. COLA, performance bonuses, Christmas bonuses, the Monday after Easter, have all been stricken from the contract. Two tier wages and benefits, Trades work groups, Alternative Work Schedules, lost break time have all been solidified. These concessions were supposed to be restored when the auto companies returned to profitability. Executives got bonuses, we got more concessions.

**The fact that this contract was full of continued concessions shows that our International Union is not responsive to the demands of the membership.** When we started voting against the contract the IUAW responded with ugly threats of lost product, and posted to their Face Book Page that they would take us out on strike, without going back to the bargaining table, and that Ford would hire scabs. It's hard to fathom that this was not the company threatening us, but rather our own union representatives!

## **How do we correct this situation?**

Currently the Delegates that each local union elects to the Convention vote for the International Executive Board. In reality there is rarely a choice. The International Executive Board is nearly always elected by acclamation, that is, unopposed. The UAW is a one party state. Only four times since 1947 has there been an opposition candidate running for President of the UAW.

Most Delegates wouldn't dare to vote against the Administration Caucus candidate. Many are hopeful for promotion to the International staff. Others are fearful of repercussions for taking a stand against the administration.

**How do we make the UAW International leadership responsive to the needs of the membership?** The answer is simple but not easy. Simply put we need to amend the UAW Constitution to have the rank and file elect the International Executive Board Officers directly.

Accomplishing this is a daunting task, but certainly one worth pursuing. We must use all of our social media tools at our disposal to organize the rank and file around the issue of "one member one vote."

The amendment is prepared. In a little over 2 years we will elect delegates to the UAW Constitutional Convention. In the mean time we need to reach out to all the local unions to encourage the rank and file to support this amendment by

- 1) Passing it as a resolution to the Constitutional Convention in 2014 at as many Local Unions as possible.
- 2) Asking Candidates for Delegate to pledge their support for this amendment and only voting for Delegates that take that pledge.

If we are successful in our quest the International President and Vice Presidents will know that if they don't represent us well at the bargaining table between 2014 and 2018 there will be accountability – a new election process! **One member, one vote!**

Solidarity Forever!



# Resolution to Amend the UAW Constitution International Executive Board Election Procedures

I would like to propose a resolution to be approved by this membership for consideration by the delegate body of the 36th Constitutional Convention and submitted to the International Secretary-Treasurer of the UAW.

Let it be resolved that the UAW Constitution be Amended to enhance the democratic process within the UAW. These amendments are meant to place the power and authority of the Union where it rightfully belongs; in the hands of its members. We can accomplish this by passing this resolution to require the International Executive Board be chosen by direct election by the rank and file membership.

This proposal modifies the language of the UAW Constitution to require nominations for International Executive Board Officers be made at special membership meetings throughout the UAW in February of the year the Constitutional Convention is to be held.

This proposal modifies the language of the UAW Constitution to require elections for International Executive Board Officers be held in the first week of April of the year the Constitutional Convention is to be held.

This proposal modifies the language of the UAW Constitution to require run-off elections for International Executive Board Officers be held within fourteen days of the election if necessary.

This proposal modifies the language of the UAW Constitution to define who is eligible for the run-off elections for International Executive Board Officers.

This proposal adds installation of officers to the order of business of the UAW Constitutional Convention and removes nomination and election of officers from the order of business of the UAW Constitutional Convention.

Respectfully submitted for the approval of the membership of UAW  
Local

**Constitution**  
**Of the United Automobile, Aerospace and Agricultural Implement Workers of America**  
**Adopted at the 35th Constitutional Convention June 2006**  
**International Executive Board**  
**Article 8**  
**Conventions**

**Section 2.** The business of the International Convention shall proceed in the following order unless otherwise ordered by the Convention:

1. Call to Order.
2. Report on Credentials.
3. Reading of Convention Rules.
4. Appointing Committees.
5. Communications and Bills
6. Resolutions, etc.
7. Reports of Committees.
8. Report of Officers and International Executive Board.
9. Nomination and Election of Officers and International Trustees.
10. Unfinished Business.
11. New Business.
12. Adjournment.

**Article 10**  
**Officers and Elections**

**Section 1.** The elective officers of the International Union shall be one (1) International President, one (1) International Secretary-Treasurer, five (5) International Vice Presidents, who shall be elected by the convention, and such International Executive Board Members as provided in Section 21 of this Article. In the event of the death, removal, or resignation of any of the five (5) Vice Presidents at any time after July 1, 2006, the International Executive Board shall have the authority to reduce the number of Vice Presidents from five (5) to four (4). The duties of the Vice Presidents shall be to assist the International President.

**Section 2.** Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated and elected in the regions as established by the International Executive Board and existing on the actual day any such election commences. Only the delegates from the Local Unions in such regions shall nominate and vote for their International Board Members. Any member is continuous good standing for one (1) year , and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.

**Section 4.** Nomination and election of all elective officers and Trustees shall take place in the regular order of business of the Convention and election shall be determined by a majority vote of the delegates voting. Candidates shall be elected to various offices by one (1) roll-call vote. In the election of the Vice Presidents each delegate may vote for up to five (5) candidates. If there are ten (10) or more nominees for the five (5) offices and less than five (5) candidates receive a majority vote, the candidate receiving the lowest number of votes shall be eliminated from the run-off election, and in each successive run-off election the candidate receiving the lowest number of votes shall be eliminated, unless such elimination would result in reducing the number of candidates in nomination to a figure equal to the remaining vacancy or vacancies.

**Section 5.** All elections of International Officers and International Executive Board Members shall be by rollcall

vote. In any election for International President, International Secretary-Treasurer, International Executive Board

Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a run-off between the two (2) candidates who received the highest number of votes on the first ballot.

**Section 16.** Incoming elective officers of the International Union shall be obligated and installed immediately after being elected. The obligation shall be the same as that provided for Local Union officers.

Amended Language  
**Constitution**  
**Of the United Automobile, Aerospace and Agricultural Implement Workers of America**

**Article 8**  
**Conventions**

**(This amendment includes an omission of: Officers and from item 9 in the order of business)**

**Section 2.** The business of the International Convention shall proceed in the following order unless otherwise ordered by the Convention:

1. Call to Order.
2. Report on Credentials.
- 3. Installation of Officers and International Executive Board.**
4. Reading of Convention Rules.
5. Appointing Committees.
6. Communications and Bills.
7. Resolutions, etc.
8. Reports of Committees.
9. Report of Officers and International Executive Board.
10. Nomination and Election of International Trustees.
11. Unfinished Business.
12. New Business.
13. Adjournment.

**Article 10**  
**Officers and Elections**

**(The proposed amendmended language is represented in bold face type.)**

**Section 1.** The elective officers of the International Union shall be one (1) International President, one (1) International Secretary-Treasurer, five (5) International Vice Presidents, who shall be elected by majority vote of the UAW membership, and such International Executive Board Members as provided in Section 21 of this Article. In the event of the death, removal, or resignation of any of the five (5) Vice Presidents at any time after July 1, 2006, the International Executive Board shall have the authority to reduce the number of Vice Presidents from five (5) to four (4). The duties of the Vice Presidents shall be to assist the International President.

**Section 2.** Within the geographical districts as determined by the International Constitution, the International Executive Board Members shall be nominated **at a special membership meeting at each Local Union within each Region for the purpose of nomination of International Executive Board Members in the first week of February in the year which the Constitutional Convention is to be held. The Election of International Executive Board Members shall be held in the first week of April in the year which the Constitutional Convention is to be held. Each local Union shall have the right to nominate a member for each position. The candidate for each position that receives the most local Union nominations out of each Region, shall be put on the National ballot.** Only the members from the Local Unions in such regions shall nominate and vote for their International Board Members. Any member in continuous good standing for one (1) year , and who has worked at least ninety (90) working days in a workplace(s) located within the region, whose Local Union is located within the region can be nominated and elected. It shall require a two-thirds (2/3) vote of the International Executive Board to change the composition of any region within a geographical district.

**Section 4.** In the election of the Vice Presidents **members** may vote for up to five (5) candidates for Vice-President. If there are ten (10) or more nominees for the five (5) offices and less than five (5) candidates receive a majority vote, **there will be a run-off election within fourteen (14) days for the unfilled Vice-President(s) position(s). The number of candidates in the run-off will be twice the number of vacancies remaining. Of the candidates who did not achieve a majority on the first ballot those receiving the highest vote totals will be in the run-off election.**

**Section 5.** All elections of International Officers and International Executive Board Members shall be by **secret ballot.** In any election for International President, International Secretary-Treasurer, International Executive Board Member, or International Trustee where there are three (3) or more candidates and, on the first ballot no such candidate receives a majority, there shall be a run-off between the two (2) candidates who received the highest number of votes on the first ballot.

**Section 16.** Incoming elective officers of the International Union shall be obligated and installed in **accordance with the regular order of business in accordance with Article 8 of this constitution.** The obligation shall be the same as that provided for Local Union officers.